

WE ARE  **APSCUF**
ASSOCIATION OF PENNSYLVANIA
STATE COLLEGE & UNIVERSITY FACULTIES





A Brief Introduction

What is APSCUF?

What can APSCUF do for you?

When to get in touch with APSCUF and how?

What Is APSCUF?

- We are the bargaining agent for the bargaining unit that comprises faculty and coaches at 10 state-owned universities across the Commonwealth of Pennsylvania.
- We are your labor union.
- We are a member-driven and member-governed association.
- Through collective bargaining, we represent both dues-paying members and non-members, as both are part of the bargaining unit.
- However, members have access to more benefits than non-members.

Some Distinctions Between APSCUF's and Other Faculty Collective Bargaining Agreements

- Bargaining unit includes all faculty, tenured and tenure track and adjuncts.
- Strength in numbers: Statewide membership comprising 10 universities (many faculty unions bargain for a single college within a university).
- We have conversion language for temporary faculty to tenure track.
- No discretionary merit pay. (We all know how that works in practice.)
Single salary scale with step increases and general pay increases.
- APSCUF salaries increased as scheduled even during an economic downturn (COVID).
- Includes language on hiring, tenure and promotion, and curriculum committee, not solely the “mandatory subjects of bargaining.”

What APSCUF Does for You?

- Protects you throughout the five-year tenure process with a transparent, documented evaluation process. No gotchas.
- Tenure and promotion follows the collective bargaining agreement and local tenure and promotion “**TeP**” process, see Provost’s website for full documentation of the process.
- Ensures the primacy of the role of faculty in curricular decisions via the curriculum committee (**CAPC**)
- Bargains for generous healthcare, dental, and vision coverage.
- Provides preferential hiring rights for adjuncts with 60+ credit hours
- And on and on... See your purple CBA book.

When to Get in Touch with APSCUF

- When you have a question about taking leave. This can be complex and the union will make sure your needs get met.
- Or when you have questions or concerns about an evaluation.
- Or when you have concerns about your work environment, office conditions, etc.
- Or when you are the recipient of a complaint.
- Or when you have a question about the CBA and the meaning of the language.
- And we will help you get answers to any question you have.

How to Get in Touch with APSCUF

- See [APSCUF.org](https://www.apscuf.org) for all the contacts you need. The chapter contacts are on the WCU chapter page.
- Margaret Ervin, President; Chris Stangl, Vice President; Dana Morrison, Recording Secretary; Cliff Johnston, Corresponding Secretary; Michael Antonio, Treasurer
- Monika Mayer, Office Manager: (610) 436-1064 mmayer@wcupa.edu



How Members Get a Seat at the Table

- Run for an open seat as a Department Representative.
- From there you might move into leadership of a committee.
- This is the best way to get in on the ground floor as an APSCUF leader, great “university level” service.
- Look for emails in the spring asking for nominations.

Where Is the Office?

